

34th Annual Tennessee Labor-Management Conference



***Labor Management Partnerships:
The Key to Workplace Innovation***

August 21-23, 2023

Gatlinburg Convention Center

Gatlinburg, Tennessee

Monday, August 21, 2023

7:00 a.m. to 4:00 p.m.	Registration (Convention Registration Desk) (Name Badges should be worn at all events.)
8:00 a.m. to 8:30 a.m.	Breakfast Buffet (Tennessee C & D)
8:30 a.m. to 9:45 a.m.	Annual Tennessee Labor-Management Prayer Breakfast (Tennessee C & D) Posting of the Colors Invocation Victor Graves National Anthem Greg Whitaker & Sydney Whitaker Welcoming Remarks Van Tenpenny, President Tennessee Labor-Management Foundation Prayer Breakfast Speaker Tony White Former University of TN/NBA Basketball Player
9:45 a.m. to 10:00 a.m.	Break / Networking
10:00 a.m. to 12:00 p.m.	Keynote Speaker (Tennessee C & D) Lighthouse Research Artificial Intelligence and the Workforce Ben Eubanks, Chief Research Officer Lighthouse Research & Advisory
12:00 p.m. to 1:30 p.m.	Lunch On Your Own
1:30 p.m. to 3:00 p.m.	History of the NLRA (Tennessee C & D) Brad Areheart, Arbitrator, Professor of Law University of TN

Monday, August 21, 2023 (CONT.)	
3:00 p.m. to 3:15 p.m.	Break / Networking
3:15 p.m. to 4:00 p.m.	Workplace Safety and Health (Tennessee C & D) Steve Hawkins, COO FDR Safety, LLC
4:00 p.m. to 4:45 p.m.	TN Department of Labor and Workforce Development (Tennessee C & D) Commissioner Deniece Thomas Tennessee Department of Labor and Workforce Development
4:45 p.m. to 5:00 p.m.	Break / Networking
5:00 p.m. to 8:00 p.m. (Cash bar available beginning at 5 p.m., dinner served at 5:30 p.m., cash bar will close at 8 p.m.)	Tennessee Labor-Management Conference Scholarship Banquet (Tennessee C & D) Welcoming Remarks Van Tenpenny, President Tennessee Labor-Management Foundation 2023 Scholarship Presentation Tony McBee Tennessee Labor-Management Foundation Scholarship Committee 2022 Senior Sponsorship / Participant Recognition Wayne Bolinger & Billy Dycus Special Guest Speaker Dr. Dave Schippers, Sc.D., CISSP Emergent and Growing Threats in Cybersecurity: Creating Real Solutions & Employee Engagement
Tuesday, August 22, 2023	
8:00 a.m. to 8:30 a.m.	Breakfast Buffet (Tennessee C & D)
9:15 a.m. to 11:00 a.m.	Generational Conflicts in the Workplace (Tennessee C & D) Peter Cheng, Arbitrator/Mediator Retired FMCS Executive Manager

Tuesday, August 22, 2023 (CONT.)	
11:00 a.m. to 12:00 p.m.	Lunch On Your Own
12:00 p.m.	Golf Tournament / Networking (Gatlinburg Golf Course) (Tennessee C & D)
Dinner On Your Own, Enjoy Gatlinburg!	
Wednesday, August 23, 2023	
8:00 a.m. to 8:30 a.m.	Breakfast Buffet (Tennessee C & D)
8:30 a.m. to 9:15 a.m.	Jeff Smith (Tennessee C & D) Interim Lab Director, Oak Ridge National Laboratory
9:15 a.m. to 10:15 a.m.	Arbitration Workshop (Tennessee C & D) Arbitration Panel Mark Travis Joan Hill Bradley A. Areheart
10:15 a.m. to 11:00 a.m.	Passing of the Gavel & Conference Wrap-up (Tennessee C & D) Van Tenpenny, President Tennessee Labor-Management Foundation and Tony McBee, President-Elect Tennessee Labor-Management Foundation Golf & Door Prizes

Have A SAFE TRIP HOME!!



Keep updated on events by finding us on-line and on Facebook:

On-line: <http://www.tlmf.us>

Facebook: <http://www.facebook.com/tnlmf>

2023 Speaker Bios



Bradley A. Areheart

Brad Areheart is a Professor of Law at the University of Tennessee, where he teaches contracts and all of the labor and employment courses at the law school. He is also an experienced labor and employment arbitrator. Prior to his time as a law professor, he worked in commercial litigation for half a decade at the law firms of DLA Piper and Jenner & Block. Professor Areheart has written extensively on labor and employment law, especially in the areas of gender, sex, race, ethnicity, religion, age, disability, genetics, and pregnancy.



Peter Cheng

Regional Director

Federal Mediation and Conciliation Service - Retired

Peter M. Cheng is the retired Regional Director (RD) in Region 5 for the Federal Mediation and Conciliation Service (FMCS) stationed in Nashville, TN. Mr. Cheng began his career with the FMCS as a Commissioner in 1996 and was appointed OMS/RD in 2014. In his current role, he manages FMCS operations in the Southeast United States. Prior to his appointment, he was a field mediator in the Nashville, TN office providing dispute and preventive mediation training to labor and management communities in private, public, and Federal sectors. Mr. Cheng has performed work in ADR training in system design as well as international work in conflict resolution training and mediation training. He provides training to Federal and state government agencies such as EEOC, IRS, Army Corp of Engineers,

Veterans Administration, FAA, USDA, and DOE in mediation skills for Equal Employment Opportunity (EEO) and conflict resolution.

In 1998, Mr. Cheng was a member of the FMCS consulting team that provided training to the Taiwanese government in preventive mediation, mediation conflict resolution, and negotiation techniques; traditional and interest-based approaches. In 2006, 2007, and 2008, he conducted training in China on conflict resolution, Labor-Management relations, and the FMCS special Train the Trainer program. He has trained and established labor-management committees (LMCs) in many different industries and at all levels.



Ben Eubanks
Chief Research Officer
Lighthouse Research & Advisory

Ben Eubanks is a bestselling author, speaker, and researcher living in Huntsville, AL. He spends his days as the Chief Research Officer at Lighthouse Research & Advisory, developing groundbreaking research on workforce trends and examining the talent technologies and People practices that set great organizations apart from the rest.

His new book Talent Scarcity explores why companies are having difficulties finding quality talent and how they can solve it. His first book, Artificial Intelligence for HR, is a guide to leveraging technology to create a more human experience for the workforce. He also hosts We're Only Human, a podcast focusing on improving human resources, one HR pro at a time. When he's not speaking or writing, he spends time with his four kids and runs in a variety of outlandish races for fun.

Steve Hawkins is currently the Chief Operating Officer of FDR Safety LLC. He began his employment with FDR in March of 2020. Steve previously served as the Deputy Commissioner of the Tennessee Department of Labor and Workforce Development and as the Assistant Commissioner for Tennessee OSHA for seven years.



Steve Hawkins
Chief Operating Officer
FDR Safety, LLC.

In his role as Deputy Commissioner, he managed Tennessee OSHA, the state Unemployment Insurance System, and the Workplace Regulation and Compliance Division.

Prior to joining FDR Safety he began his career with the Tennessee Department of Labor and Workforce Development in 1986 as an Occupational Safety Specialist in TN OSHA. He was promoted to area office Safety Supervisor, Safety Compliance Manager, Assistant Administrator, Assistant Commissioner, and most recently, Deputy Commissioner of the

department.

Steve served as the department's representative to the Tennessee Emergency Management Agency (TEMA) and the Tennessee Emergency Response Commission. He is a member of the following councils and committees: Tennessee Blasting Advisory Council, Tennessee Associated Builders and Contractors Safety Advisory Committee, Associated General Contractors Safety Committee, and the Tennessee Road Builders Association Safety Committee.

Steve is currently a member of the Board of Directors of the Tennessee Safety and Health Conference.

Steve graduated from the College of Engineering at Tennessee Technological University in 1986 with a BS in Industrial Technology. In 2016, he was recognized by the university as the Technologist of Distinction and was admitted to the Academy of Renaissance Engineering. He is also a member of the Manufacturing and Engineering Technology Advisory board at the university.



Joan Hill

Joan Hill worked for 20 years as a lawyer and educator for the Paper and Chemical Workers' Union in Nashville, Tennessee, and then the United Steelworkers International Union in Pittsburgh, Pennsylvania. She retired to Alabama in July 2020. Since retirement, when she is not teaching ESL or Spanish classes, or water aerobics, Joan has been approved for the Federal Mediation and Conciliation Service Roster of Arbitrators, as a neutral to resolve labor disputes in both the private and public sectors. She is also an "on-call presenter" in the Department of Human Resources and Labor Relations at Michigan State University.



Dr. David Schippers Chief Academic Officer & Vice President and Professor of Cybersecurity Walsh College

Dr. Dave Schippers brings decades of professional hands-on experience in information technology, cybersecurity, automotive cybersecurity, lean process development, and project management to Walsh. In industry, he has worked on large core system designs, quality assurance testing, and system implementations impacting regional, national, and international business operations nearing one billion dollars.

In the technology arena, Dr. Schippers has led and been responsible for several technology operations teams, effectively managing system operations in environments responsible for over \$300 million in sales. As a technology leader, he directed a technology group and security operations, supporting twenty-five sites, three operational teams of thousands of users in a technologically diverse infrastructure.

Dave earned his Doctorate of Science in Cybersecurity from Capitol Technology University, a recognized global leader in technology education. Dave's doctoral research focused on source device authentication, assessing engineering and forensic authentication techniques. He earned his Master of Science in Information Systems Management and his undergraduate degree in Information Security and Intelligence with a concentration in digital forensics from Ferris State University. Additionally, Dave has earned and holds numerous industry certifications, including the CISSP and EnCE, and is a licensed professional investigator in the state of Michigan. He frequently consults for organizations on security design, and scenario planning and preparedness.

In academia, Dr. Schippers currently serves as the Chief Academic Officer & Vice President and Professor of Cybersecurity at Walsh College, an upper division and graduate business and technology college in Troy, Michigan. He has published research on information technology and operational technology convergence in Industry 4.0. He designed and created the first automotive cybersecurity degree concentration and subsequently led the development and delivery of a cybersecurity training for a leading industry provider in the automotive industry. In 2021, Dr. Schippers and his colleagues, Dr. Richards and Dr. Simko, published *The Force of Technology: Understanding innovation, risk management, and cybersecurity*.

Under Dr. Schipper's leadership, the Information Technology and Decision Sciences department at Walsh College added data science, data analytics, vehicle cybersecurity, artificial intelligence, and machine learning to Walsh's growing technology programs. Within the cybersecurity program, Dr. Schippers created Walsh's Advanced Team-Based Attack/Defend Techniques class to increase student skills, situational awareness and response capability in hostile cyber environments. Walsh's Technology Advisory Board members hailed the class as a unique opportunity for students in Michigan to advance their

cybersecurity skills. He helped develop and pilot the first Automotive Cybersecurity Training program for the global automotive industry. Dr. Schippers is a frequent and sought-after speaker on emerging trends in cyber leadership and cybersecurity at regional, national, and global conferences.



Jeff Smith
Interim Laboratory Director
Oak Ridge National Laboratory

Jeff Smith is serving as interim director of Oak Ridge National Laboratory (ORNL). He previously served 21 years as ORNL's Deputy for Operations, retiring in April 2021.

As deputy for operations, Mr. Smith led a \$400 million modernization effort, which resulted in the most new construction at the Laboratory since the Manhattan Project. Under Mr. Smith's leadership, UT-Battelle used partnerships with the State of Tennessee, private-sector financing, and innovative approaches to optimize federal resources to transform ORNL. In support of this transformation, Mr. Smith also serves as the president of UT-Battelle Development Corporation, a not-for-profit focused on the development of facilities to support the

Lab's mission.

Mr. Smith served on the White House Transition Planning Office responsible for creating the Department of Homeland Security. In addition, he has served on several Battelle acquisition efforts, supporting successful proposals by Battelle and its partners to manage the Brookhaven National Laboratory, ORNL, the Idaho National Laboratory, and the National Renewable Energy Laboratory. He has also served as the chair of the Chief Operating Officers Working Group in support of the National Laboratory Director's Council and served on numerous Department of Energy-sponsored working groups to address operational challenges facing the Department and its laboratories.

Mr. Smith was confirmed by the US Senate to serve on the board of directors of the Tennessee Valley Authority from 2018 to 2022.

Before coming to ORNL, he was Deputy for Operations at the Pacific Northwest National Laboratory, acting as principal advisor to the Laboratory Director on operational matters. He previously served as the Quality Director at the Pacific Northwest National Laboratory, leading the development of several laboratory management approaches that continue to serve Battelle and the laboratories that it manages today.

A native of Logan, Ohio, Mr. Smith graduated from The Ohio State University in Columbus, Ohio, with a bachelor's degree in ceramic engineering.



Mark C. Travis
Travis ADR Services, LLC

Mark Travis practiced labor and employment law for 25 years before becoming a full-time neutral in 2009, and thereafter served as Director of the Tennessee Labor-Management Center. Mr. Travis is a member of the National Academy of Arbitrators and serves on the neutral panels of the Federal Mediation and Conciliation Service, the American Arbitration Association, and as an administrative law judge for the U.S. Equal Employment Opportunity Commission.



Deniece Thomas
Commissioner
Tennessee Labor and Workforce Development

Governor Bill Lee appointed Deniece Thomas as Commissioner of the Tennessee Department of Labor and Workforce Development in September 2022.

Before her appointment, Commissioner Thomas had served as the agency's Deputy Commissioner since 2019. She started her career with the state of Tennessee in 2007 working in the Clarksville American Job Center. Over the years, Commissioner Thomas has risen through the ranks of the Department as a Director, Assistant Administrator, Assistant Commissioner and Deputy Commissioner.

Commissioner Thomas is a member of the National Association of State Agencies (NASWA) where she serves as co-chair for Workforce ITSC, previous chair of the Employment and Training Committee, past member of both the Veterans Committee since 2015 and the National Apprenticeship Workgroup.

Additionally, she also serves as the State Workforce Liaison for the National Governor's Association where she serves on the Executive Committee. She also serves as a member of the Tennessee Advisory Council on Intergovernmental Relations.

Commissioner Thomas is a 2014 Graduate of LEAD Tennessee Alliance 5 and Leadership Tennessee Class VIII. She holds a Master of Arts degree in Civic Leadership from Lipscomb University in Nashville and a Bachelor of Science degree from the University of Alabama Birmingham. She is a member of the Alpha Kappa Alpha Sorority, Inc.



Tony White
Former University of Tennessee Basketball Player

Tony White is originally from Charlotte, NC. He is married to Barbie White and they have five sons. Tony is a retired professional Basketball Player (1987-2000), a former Security Police Officer of 14 years at Y-12, and a survivor of Acute Myeloid Leukemia.

He played college basketball at the University of Tennessee from 1984-1987, where he was SEC Player of the Year in 1987, on the SEC All-Freshman Team in 1984, a two-time All-SEC selection in 1986 and 1987, and remains the SEC's 6th all-time leading scorer.

White still holds several records at UT:

- 3rd all-time leading scorer at UT with 2,219 career points
- NOTE: The three-point basket was not instituted until his senior year
- Most points scored in a single game (51 points, 1987), and also holds the 3rd ranking with 49 points
- One of only two Tennessee players in history to twice lead the SEC in scoring
- First UT guard to capture the SEC scoring crown his junior and senior years
- The 4th ranking for most points in a season at UT, with 711 points during the 1986-1987 season
- Among VOLs who attempted 500 or more free throws in a career, his .840 percentage (499 of 594) was a UT career record

White played professional basketball for 13 years. He was drafted in the 2nd round of the 1987 NBA Draft as the 33rd overall pick by the Chicago Bulls, and played a year in the NBA for the Chicago Bulls, New York Knicks, and Golden State Warriors. In 1988-1990, he played in the U.S. for the La Crosse Catbirds, and led them to win the U.S. CBA Championship (White scored a team-best of 1,141 points during that season). From 1990-2000, White played professional basketball in Belgium, Greece, France, Israel and Spain. In 2004, he became a SPO at Y-12 and member of the IGUA.

ADDITIONAL HONORS:

- 1990-1991 – MVP, Durox Basketball Club (B.C.), Leuven, Belgium
- 1991-1992 – MVP, ABB, Leuven, Belgium
- 1993 – FIBA AmeriCup, earned a gold medal on the 1993 Men's World Championship Qualifying Team, USA, Basketball in San Juan, Puerto Rico (qualifying tournament for Summer Olympic Games)
- 1994 – MVP, 2nd All Star Game, Athens, Greece, April 6, 1994 - 2x Greek All Star Game (1994 I and 1994 II)
- 1996 – MVP, All Star Game, Villeurbanne, France
- 1996-1997 – Maximum Scorer of Triples for the 96-97 Season, Leuven, Belgium
- 1997-1998 – Top Scorer and MVP, Valladolid, Spain
- 2002 – Selected as an SEC Legend
- 2006 – Named to the Greater Knoxville Hall of Fame
- 2009 – Named to the UT Basketball All-Century Team
- 2022 – Received a Resolution from the Senate, State of Tennessee, March 7, 2022
- 2022 – Inducted into the (State of) Tennessee Sports Hall of Fame, July 23, 2022
- 2022 – Received the Sports Animal Sportsfest Legend Award